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ABSTRACT

In 1994, the Saskatchewan Institute of Applied Science and Technology (SIAST) conducted a study of 1993-94 graduates from SIAST's four campuses to compare the employment rates of graduates of Aboriginal ancestry to those of graduates overall. Questionnaires were mailed to all 2,346 graduates from 1992-93, receiving responses from 1,600 graduates, of whom 77 identified themselves as of Aboriginal ancestry. Study findings, including comparisons to findings from past studies, included the following: (1) 78.3% of all graduates from 1993-94 were employed 6 months after graduation, compared to 71.4% of Aboriginal respondents; (2) the 6.9% differential between aboriginal and general graduate employment rates for 1994 represented a decrease from the 8% differential found in 1993; (3) 11% of the Aboriginal graduates found employment outside of Saskatchewan, compared to 12% overall; (4) although Aboriginals have disproportionately low incomes province-wide, graduation from SIAST eliminated that gap, with Aboriginals earning a mean monthly salary of $1,794.72, compared to $1,780.71 for all graduates; (5) 17% of Aboriginal graduates were continuing their education, compared to 18% of all graduates; and (6) Aboriginal respondents rated the quality of the training they received at SIAST higher than graduates overall. Data tables are included. The survey instrument is appended. (HAA)

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ED 398 980

1994 Aboriginal Graduate Employment Statistics Report

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The Symbol:

- the tree not only symbolizes the sacred tree but education as well.
- the arrows symbolize continued growth and the four directions of the human being.
- the circles form the medicine wheel and together with the arrows, form the four categories — protection, nourishment, growth and wholeness.

1994

Aboriginal Graduate

Employment Statistics Report

A Four Year Trend Study

Saskatchewan Institute of Applied Science and Technology

Sas'katchewan Institute of Applied Science and Technology ©

July 1995

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Executive Summary

The major findings of the 1994 Aboriginal Graduate Employment Survey are as follows:

- The Aboriginal **response rate** to the survey was **51.7%** or 77 out of the total of 149 graduates.
- **71%** of all Aboriginal respondents were **employed** at the time of the survey. **17%** were **unemployed,** and **12%** were **not in the labour force**, i.e. not employed and not looking for work.
- **82%** of the employed Aboriginal respondents were in **training related occupations**, i.e. those requiring all or some of the skills gained in the training program.
- **55%** of the Aboriginal respondents who were unemployed at the time of the survey **had worked at some time** since completing their training.
- **100%** of all Aboriginal respondents rated the overall quality of their **training as good to excellent**.
- **17%** of all Aboriginal respondents were **enroled** in some form of **further training** at the time of the survey.
- **$1,795 per month** was the **average salary** for Aboriginal respondents in full-time, training related employment.
- **55%** of all Aboriginal respondents were working **in Regina or Saskatoon**.
- **11%** of employed Aboriginal graduates **work on a reserve**.

Acknowledgements

The Aboriginal Graduate Employment Survey Committee coordinated this project. The following committee members played a significant role in the development of the project and the final report:

Shirley Boucher, Education Counsellor, Wascana Institute
Phyllis Eagle-Boadway, Counselling Services, Palliser Institute
Roy Fosseneuve, NSIM Counsellor, Woodland Institute
Kim Fraser, Research/Curriculum Officer, SIIT
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Myrna Yuzicapi, Native Student Counsellor, Kelsey Institute

The committee would like to thank:

Colleen Gallant, Communications Officer, SIAST Secretariat - for coordinating the design of the cover page and the printing of the report; and
Michele Conn, Research & Development, SIAST Secretariat - for the typing and lay-out of the report.

General Information

The Saskatchewan Institute of Science and Technology (SIAST) is a provincial technical institute located in the four major cities in the province of Saskatchewan which provides province-wide career related education, training and retraining for adults.

Saskatchewan Education, Training and Employment together with the Saskatchewan Institute of Applied Science and Technology conduct an annual survey of graduates of certificate and diploma programs offered through the Saskatchewan Institute of Applied Science and Technology (SIAST). This Graduate Employment Survey collects data on a variety of questions related to the graduates' employment status, occupation, industry, location of employment, salary, relationship of training to occupation and general evaluation of training received.

The aboriginal population in the province is the fastest growing group. SIAST has initiated special measures to ensure that this group can participate fully in the educational opportunities that are provided to all Saskatchewan residents. Once these Aboriginal students graduate from SIAST programs, are they given an equal chance in the job market? This question gave rise to a further analysis of the annual SIAST Graduate Employment Survey. The employment track record of Aboriginal SIAST students who graduated in 1991, 1992, 1993, and 1994 was compared to the SIAST graduates overall.
In the spring of 1992, the committee which oversees the collection, analysis and distribution of this information was approached by the Gabriel Dumont Institute (GDI) and the Saskatchewan Indian Institute of Technologies (SIIT) to determine if further analysis of the data, specifically as it related to the employment trends of the survey's Aboriginal respondents, could be carried out. As a result, the first Aboriginal Graduate Employment Statistics Report was produced in 1993, based on the 1991 graduates. In March 1994, the SIAST Management Team endorsed the annual production of such a report.

For further information about the Aboriginal Graduate Employment Statistics Report or the programs offered by the institutes involved in its development, please contact:

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Research & Development
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Methodology

Scope

The 1994 Graduate Employment Survey, on which the Aboriginal Graduate Employment Statistics Report is based, collected data on 1993-94 graduates from all Saskatchewan Institute of Applied Science and Technology (SIAST) institutes: Kelsey in Saskatoon, Palliser in Moose Jaw, Wascana in Regina, and Woodland in Prince Albert and Meadow Lake.

The training programs surveyed for the 1994 Graduate Employment Survey included certificate and diploma programs offered on-campus and off-campus (Saskatchewan Skills Extension Programs). Programs not included in the survey were Apprenticeship, Saskatchewan Skills Development, upgrading, employer based or other special programs. Also, new programs that had not yet produced graduates were not included. Most graduates completed their programs in the spring and were surveyed six months later in December. Since the 1994 Graduate Employment Survey was the first year to include graduates from programs delivered off-campus, these results are not included in the comparative study.

Procedures

SIAST institutes supplied the graduate lists (names and addresses) to SIAST Research & Development. A questionnaire with covering letter was mailed to each graduate with a postage-paid return envelope. The graduate was asked to complete a three page questionnaire (see Appendix B). Those graduates who had not returned a completed questionnaire within six weeks of the initial mailing were contacted by telephone if they could be located. Once all returned questionnaire responses were entered, the data were sorted by individual training and program group. The data for Aboriginal Graduates was extrapolated from the source group of the responses and were then tabulated and analyzed to obtain the information for this report. Aboriginal graduates from off-campus programs are not included in the data used for this report.

Response

The Graduate Employment Survey did not use random sample methodology. All program graduates, as defined above, were surveyed and a percentage of this population responded. The results presented here are based on these respondents and from these the Aboriginal respondents who self-identified. It should be noted that the results relate to the respondents' situation at the time of the survey only; that is, approximately six months after graduation.

Wherever possible, data in this report is provided for the four years for which this information was analyzed; this includes the 1991, 1992, 1993, and 1994 graduates.

Objective of the Four Year Trend Study

The objective of the study is to provide information on graduates of Aboriginal ancestry who have completed certificate and diploma programs in a technical institute, and to determine whether their success rate of finding employment is similar to the employment rates of overall graduates from such programs.

Survey Results

Section 1 - Enrolment and Graduate Information

From the survey questionnaires, about 5% of all SIAST graduates have identified themselves as being of aboriginal ancestry. This is comparable to the percent of graduates who are of aboriginal ancestry for SIAST overall according to the registrars' records.

Number of Respondents

Table 1 - Number of Respondents

	1994 All Graduates		1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	%	#	%	%	%	%
Respondents	1600	68.2	77	51.7	55.3	54.6	48.9
No Response	746	31.8	72	48.3	44.7	45.4	51.1
Number of Graduates	2346		149		150	163	184

The response rate for Aboriginal graduates is significantly below that of the overall SIAST graduates.

Aboriginal Representation

The following tables are extracted from SIAST's annual Employment Equity Monitoring Report and the enrolment statistics are provided by the four registrars' offices.

Table 2 - SIAST Enrolments (Percentages are of all enrolments for that year.)

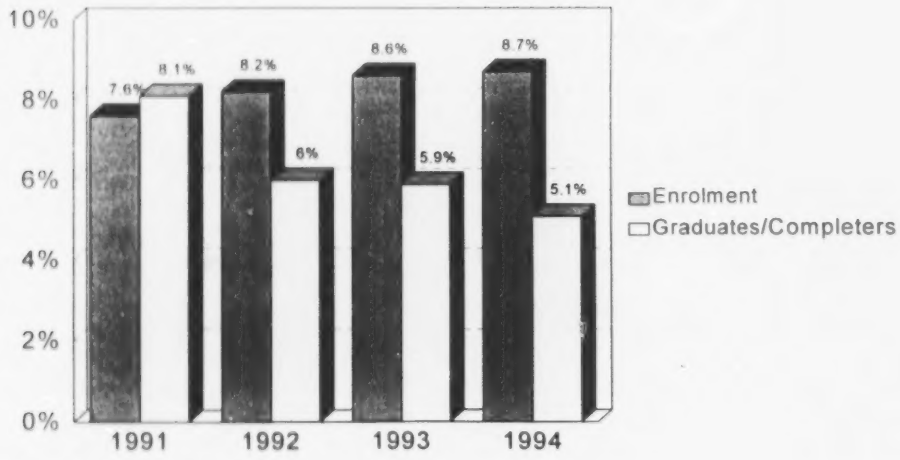
	1994 Total Enrolment	1994 Aboriginal Enrolment		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	#	%	%	%	%
Kelsey Institute	1504	113	7.5	8.4	8.1	7.6
Palliser Institute	1727	50	2.9	2.6	2.1	2.5
Wascana Institute	1693	108	6.4	6.3	6.2	6.5
Woodland Institute	1108	253	22.8	21.3	18.0	14.6
Total	6032	524	8.7	8.6	8.2	7.6

Table 3 - SIAST Graduates/Completers (Percentages are of all graduates/completers for that year.

	1994 All Graduates	1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	#	%	%	%	%
Kelsey Institute	1394	83	6.0	5.8	6.6	n/a
Palliser Institute	1525	34	2.2	2.5	4.9	2.5
Wascana Institute	929	38	4.1	3.9	4.6	5.2
Woodland Institute	324	56	17.3	18.6	9.6	11.2
Total	4172	211	5.1	5.9	6.0	n/1

As the following graph indicates, the enrolment of Aboriginal students as a percentage of the overall SIAST student enrolment is steadily rising over the four years from 7.6% to 8.7%; however, the graduates/completers of Aboriginal students as a percentage of the overall SIAST student graduates/completers is decreasing.

Figure 1 - Aboriginals as a Percentage of Total



Source SIAST Education Equity Monitor Reports 1991- 1994

Graduates By Institute

Historically, we have the highest concentration of Aboriginal graduates from Woodland Institute, however this year Kelsey institute had the highest number of responding graduates (43% of all responding Aboriginal graduates). The overall response rate from Woodland for the 1994 graduates was relatively low and this would skew the proportions.

Table 4 - Graduates by Institute (Percentages are of total respondents.)

	1994 All Graduates		1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	%	#	%	%	%	%
Kelsey Institute	635	39.7	33	42.9	26.5	27.0	31.1
Palliser Institute	387	24.2	7	9.1	14.5	11.2	8.9
Wascana Institute	431	26.9	13	16.9	24.1	19.1	28.9
Woodland Institute	147	9.28	24	31.2	34.9	42.7	31.1
Total	1600	100.0	77	100.0	100.0	100.0	100.0

Table 5 - Graduates by Institute
(Aboriginals as a percentage of all graduates responding for that year)

	1994 All Graduates	1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	#	%	%	%	%
Kelsey Institute	635	33	5.2	4.9	4.9	5.5
Palliser Institute	387	7	1.8	3.5	3.2	2.3
Wascana Institute	430	13	3.0	5.3	4.1	6.6
Woodland Institute	147	24	16.3	19.2	18.9	17.8
Total	1600	77	4.8	6.3	6.3	6.4

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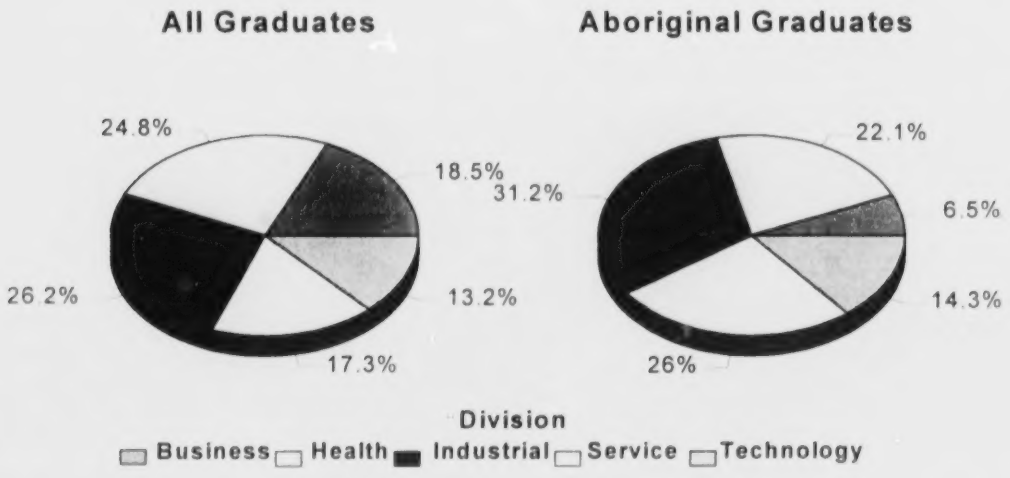
Graduates By Division

Aboriginal graduates are more likely to enrol in Service and Industrial programs compared to students overall. For a complete list of programs from which Aboriginal students graduated, refer to Appendix A.

Figure 2 - Graduates by Division



Section 2 - Employment and Income

Employment Status

From the 1991 Aboriginal graduates who replied to our survey, 74.4% found employment compared to 77.9% of the graduates overall, a differential of only 3.5%. However, in Saskatchewan the recession worsened in 1992 and when the 1992 graduates started to look for work, the labour market was down. From the 1992 Aboriginal graduates who replied to our survey, 65% found employment compared to 74% of the SIAST graduates overall, a difference of 9%. The prospects improved a little for the 1993 graduates; 68% of the Aboriginal graduates found employment compared to 76% overall, a difference of 8%. The economy is now improving in Saskatchewan and the 1994 graduates have recovered somewhat; 78.3% of all graduates were employed six months after employment compared to 71.4% of Aboriginal graduates, a 6.9% differential.

The differences in unemployment rates between Aboriginal graduates and SIAST graduates overall ranged from 3% to 4% for the four studies (1991, 1992, 1993, 1994 graduates). In the Saskatchewan population at large, this difference is 20%; therefore having taken a technical program gave the aboriginal graduates an advantage over the general aboriginal population. According to the Statistics Canada 1991 Aboriginal Peoples Survey, the unemployment rate for all Saskatchewan Aboriginal people was 27%[1] compared to 7%[2] for all Saskatchewan residents. Education and training has definitely narrowed the gap.

Table 6 - Present Employment Status

	1994 All Graduates		1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	%	#	%	%	%	%
Employed	1252	78.3	55	71.4	67.5	65.2	74.4
Full time	904	56.5	43	55.8	42.2	40.0	50.0
Part time	253	15.8	8	10.4	24.1	29.2	24.4
Self employed	95	5.9	4	5.2	1.2	0.0	0.0
Not Employed	348	21.8	22	28.6	32.5	34.8	25.6
Unemployed	204	12.8	13	16.9	21.7	24.7	15.6
Not looking for work	144	9.0	9	11.7	10.8	10.1	10.0
Total	1600	100.0	77	100.0	100.0	100.0	100.0

Employment is affected by the general economic condition of the province and this has affected the success rate of finding employment. We found that a worsening in the economy reduced the employment rates for the aboriginal graduates more severely; however, in many cases, aboriginal students not able to find employment went back to school and the actual unemployment rate differential remained fairly steady.

[1] Statistics Canada. 1991 Aboriginal Peoples Survey: Schooling, Work and Related Activities, Income, Expenses and Mobility. September 1993.

[2] SIAST, Research and Development. Economic Overview 1995. February 1995.

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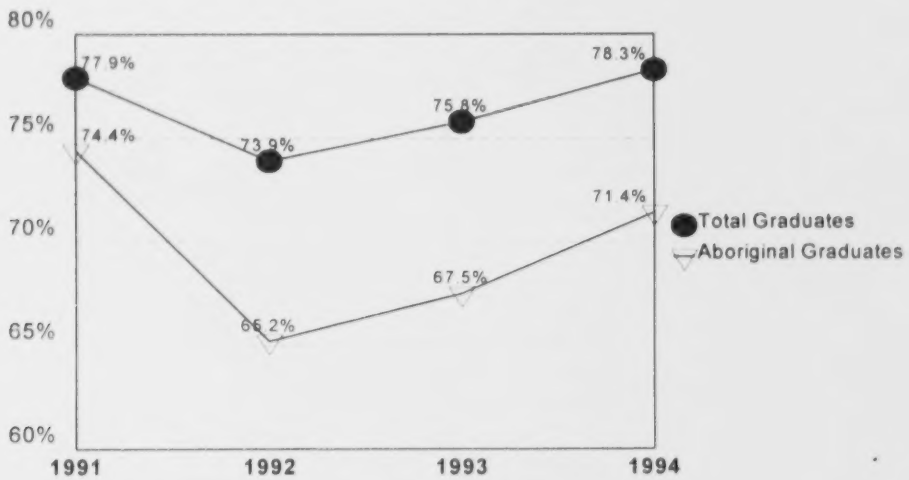
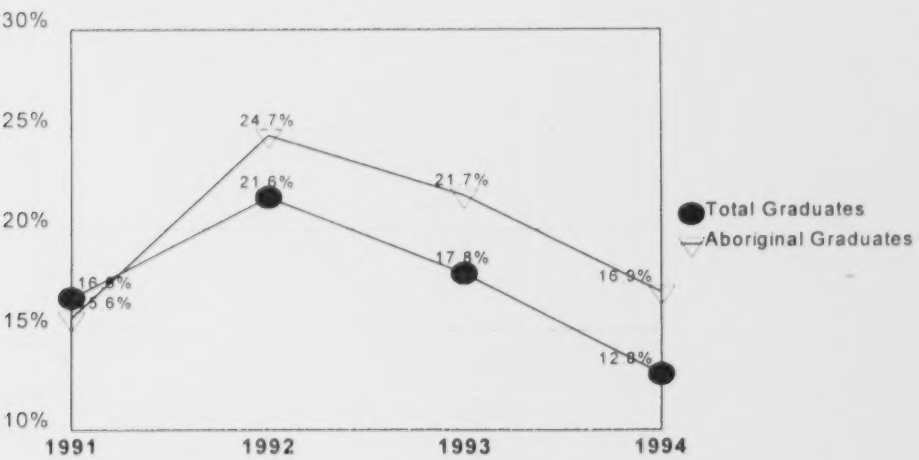
Figure 3 - Total Employed (Full Time, Part Time and Self-employed)



The differential in unemployment rates between aboriginal graduates and overall graduates was about 4% for the 1992, 1993, and 1994 graduates, compared to 20% differential for the overall population

Figure 4 - Unemployed



Seasonal and Part-time Employment

In the first study (1991 graduates), Aboriginal graduates were more frequently seasonal workers, part-time employed and in non-training related employment. If aboriginal graduates are not working full-time, it is less likely by choice. 11.6% of the overall 1992 graduates who were not working full-time indicated that this was by choice, compared to only 4.3% of similar Aboriginal graduates. This trend is reversing, however, and more and more graduates (from both groups) indicate that they would like to have their own business. We must exercise caution with the percentages, however, since they represent a very low number of respondents.

Table 7 - If not working full-time, is this by choice?

	1994 All Graduates		1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	%	#	%	%	%	%
Yes	59	24.0	1	12.5	22.2	4.3	18.2
No	187	76.0	7	87.5	77.8	95.7	81.8
Total	246	100.0	8	100.0	100.0	100.0	100.0

Figure 5 - Full-Time Employed

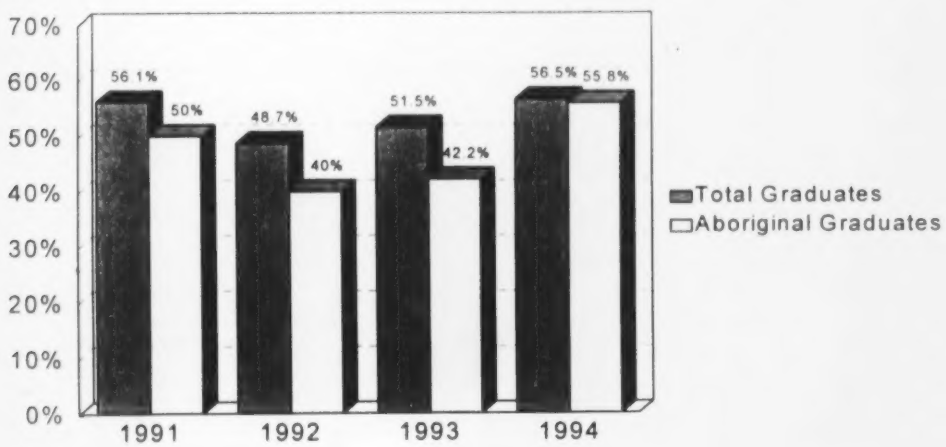
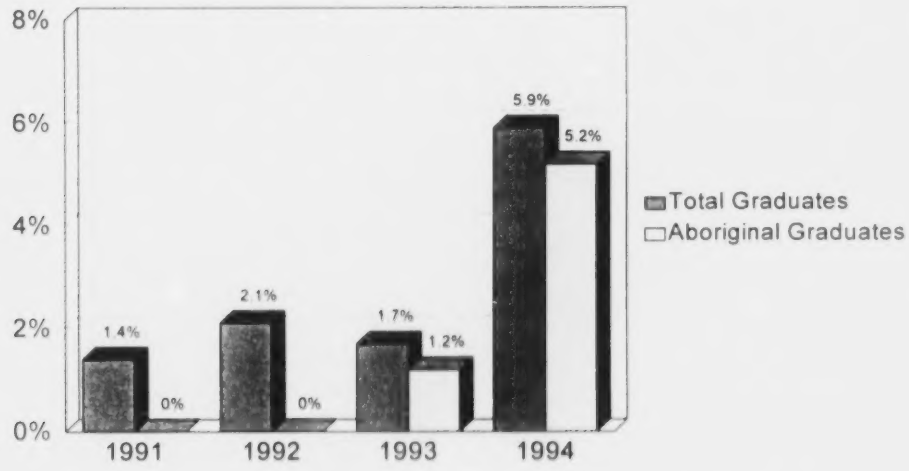


Table 8 - Reasons for Being Self-Employed

	1994 All Graduates		1994 Aboriginal Graduates	
	#	%	#	%
Family responsibilities	8	8.7	0	0.0
Can work and continue training	2	2.2	0	0.0
No other jobs available	18	19.6	1	25.0
Wish to have own business	37	40.2	3	75.0
Other reasons	27	29.3	0	0.0
Total	92	100.0	4	100.0

Figure 6 - Self-Employed



Employment Location

Do graduates have to leave the province to find employment? Of those responding to the survey, 11% of the 1993 Aboriginal graduates found employment outside Saskatchewan, compared to 12% overall; this is down from 15% for both groups in 1991. The outflow of Saskatchewan residents leaving the province to go west in search of work has now been reversed; there is a trend of former Saskatchewan residents who had left the province in the late 80's and early 90's to return to Saskatchewan. This is reflected in our statistics. For the 1994 responding graduates, only 7.8% (and 9.1% for aboriginal graduates) had found employment outside the province. (Generally 40% of university graduates leave the province to find employment according to the University of Saskatchewan Statistics Volume XIX[3].) Regina absorbed the largest percentage of Aboriginal graduates, followed by Prince Albert. This changed somewhat for the 1994 graduates. There was a significant increase in employment opportunities for aboriginal graduates in Saskatoon; 38% of the 1994 employed aboriginal persons found employment in Saskatoon, up from 17.8 % in 1993 and 6.9% in 1992.

Table 9 - Employment Location

	1994 All Graduates		1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	%	#	%	%	%	%
Regina	349	27.9	9	16.4	21.4	20.7	14.9
Saskatoon	363	29.0	21	38.2	17.8	6.9	20.9
Prince Albert	69	5.5	9	16.4	17.8	17.2	10.4
Moose Jaw	67	5.4	1	1.8	3.6	10.3	3.0
North Battleford	27	2.2	3	5.5	*	*	*
Yorkton	30	2.4	1	1.8	*	*	*
Swift Current	22	1.8	0	0.0	*	*	*
Estevan	19	1.5	0	0.0	*	*	*
Weyburn	20	1.6	0	0.0	*	*	*
Other Saskatchewan	186	14.9	6	10.9	28.6	32.8	35.8
Alberta	53	4.2	3	5.5	3.6	3.4	6.0
Manitoba	23	1.8	2	3.6	3.6	1.7	0
British Columbia	14	1.1	0	0.0	1.8	3.4	3.0
Other Prov./Territories	0	0.0	0	0.0	0.0	0.0	3.0
Other Countries	9	0.7	0	0.0	1.8	3.4	3.0
Total	1251	100.0	55	100.0	100.0	100.0	100.0

* included in Other Saskatchewan

[3] University of Saskatchewan , Statistics Volume XIX 1993, November 1993..

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Finding employment in Saskatchewan's largest cities dispels the notion that Aboriginal graduates find employment primarily on reserves; however they are often employed by a government agency whose prime focus is on Aboriginal people, about 11% of all that found employment.

Not all employed Aboriginal graduates answered the question as to whether or not they work on a reserve, but from those who did answer this question only 6 respondents, or 16.7%, said they are employed on a reserve. This represents 7.8% of all aboriginal graduates that responded to the survey.

Table 10 - Employment Location - On/Off Reserve

	1994 Aboriginal Graduates	
	#	%
On reserve	6	10.9
Off reserve	30	54.5
Total Responding to Question	36	65.4
Total Employed Aboriginal Graduates	55	100.0

Type of Employer

When asked about the type of employer, about 13% of all employed aboriginal graduates have an aboriginal organization as an employer.

Table 11 - Type of Employer

	1994 Aboriginal Graduates	
	#	%
An aboriginal organization	7	12.7
An aboriginal owned/operated business	1	1.8
A government agency whose prime focus is Aboriginal people	6	10.9
Total Employed Aboriginal Graduates	55	25.4

Length of Time in Finding Employment

On average, the Aboriginal graduates took slightly longer to find a job than the graduates overall.

Table 12 - Weeks After Completing Education/Training Before First Training Related Job Offer

	1994 All Graduates	1994 Aboriginal Graduates
Minimum	0	1
Maximum	88	52
Mean (average)	8.6	9.8
Median (average)	4	6

Number of Attempted Employment Opportunities

On average, graduates applied for over 23 employment opportunities with a median of 8, compared to 9 applications and a median of 4 for the aboriginal graduates. The median employment interview was two for both groups. This was a new question on the 1994 questionnaire and, therefore, no comparative data for previous years is available.

Training Related Employment

Of the Aboriginal graduates who found employment, 82% responded that the work they are doing now is directly related to the training they received (i.e. requiring all or some of the skills gained in their training program).

Table 13 - Present Job/Primary Job Directly Related to Education/Training Received

	1994 All Graduates		1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	%	#	%	%	%	%
Yes	993	79.3	45	81.8	75.0	82.8	76.1
No	259	20.7	10	18.2	25.0	17.2	23.9
Total	1251	100.0	55	100.0	100.0	100.0	100.0

Of the Aboriginal graduates not employed in a training related job, 60% indicated "no jobs available" as the reason.

Table 14 - Reason Not in a Training Related Job at Present

	1994 All Graduates		1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	%	#	%	%	%	%
No longer interested	11	4.3	1	10.0	0.0	0.0	0.0
Not qualified	7	2.7	0	0.0	0.0	9.1	13.3
No jobs available	145	56.2	6	60.0	85.7	63.6	33.3
Other	95	36.8	3	30.0	14.3	27.3	53.3
Total	258	100.0	10	100.0	100.0	100.0	100.0

Monthly Salary Levels

We were also interested to find out how the Aboriginal Graduates compared to graduates overall with regard to wage and salary levels. In the Statistics Canada 1991 Aboriginal Peoples Survey, it was noted that the incomes among Aboriginal people are disproportionately low. 61% of Aboriginal people in Saskatchewan have incomes below $10,000; twice as many as the general population. 13% have incomes from $20,000 to $40,000 range (considered to be middle class), compared to 26% of the general Saskatchewan population.

In our study, we found that receiving a certificate or training eliminated this gap. Once Aboriginal graduates were hired, they received very comparable wage levels.

Responses indicating salaries and wages for part-time employed graduates were eliminated in the analyses of the average salary ranges. We also looked at hourly wage rates for these groups and again found no significant difference between aboriginal graduates and the graduates overall.

Over the years, the highest monthly salary is consistently attributed to the graduates from the Dental Hygiene program. There were two aboriginal graduates from this program which has an intake capacity of 24.

Table 15 - Monthly Salary Before Deductions for Full Time Training Related Employment

	1994 All Graduates	1994 Aboriginal	1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
Minimum	$400.00	$816.00	$800.00	$700.00	$800.00
Maximum	$5,600.00	$4,000.00	$3,396.00	$2,500.00	$3,000.00
Mean	$1,780.71	$1,794.72	$1,682.85	$1,743.00	$1,736.00

Unemployed Respondents

We should note that a number of graduates are **not looking for work** for a number of reasons, usually to return to school, and thus we should really look at the unemployment rates. If we look at this group, the gap is much narrower; 12.8% of the 1994 graduates were unemployed at the time of the survey compared to 16.9% of aboriginal graduates (4.1% differential). This differential was similar for 1993 graduates (17.8% unemployed for overall graduates compared to 21.7% for aboriginal, and 21.7% for 1992 graduates compared to 24.7%). These rates are given at the time of the survey (six months after graduation); graduates may have been employed at some time, but are no longer at the time of the survey.

The gap between unemployment rates for SIAST graduates overall and aboriginal graduates varies between 3-4% over the four year time span, compared to a 20% gap for the total Saskatchewan population. (Previously explained on page 8.)

Not having enough experience and no available jobs are the main reasons for not being able to find employment.

A significant number of graduates have worked since graduation, but are unemployed at the time of the survey. About half of these expect to be recalled for work. There is no significant difference in this factor between Aboriginal graduates and the graduates overall.

Table 16 - Worked at all at any time since Completing Training Program

	1994 All Graduates		1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	%	#	%	%	%	%
Yes	184	53.2	12	54.5	55.6	51.7	57.1
No	162	46.8	10	45.5	44.4	48.3	42.9
Total	346	100.0	22	100.0	100.0	100.0	100.0

Table 17 - Scheduled to Return to Work in the Future

	1994 All Graduates		1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	%	#	%	%	%	%
Yes	72	21.1	7	31.8	22.2	25.9	23.8
No	269	78.9	15	68.2	77.8	74.1	76.2
Total	341	100.0	22	100.0	100.0	100.0	100.0

Table 18 - If looking for work, what has prevented you from finding a job?

	1994 All Graduates		1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	%	#	%	%	%	%
Employment is seasonal	11	5.4	1	7.7	11.1	10.0	0.0
Require further training	6	3.0	1	7.7	0.0	10.0	0.0
No jobs - desired location	37	18.2	1	7.7	33.3	20.0	33.3
Not enough experience	53	26.1	4	30.8	16.7	15.0	16.7
No jobs - at all	70	34.5	4	30.8	22.2	35.0	16.7
Other reasons	26	12.8	2	15.4	16.7	10.0	33.3
Total	203	100.0	13	100.0	100.0	100.0	100.0

The main reason why students are not in the labour force, in other words not actively looking for work, is that they have returned to school or because of family responsibilities. For those not looking for work, the percent of aboriginal students who have chosen to return to school has risen to 78% in 1994 from 55% in 1992.

Table 19 - If not looking for work, what is your reason for not looking?

	1994 All Graduates		1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	%	#	%	%	%	%
Returned to school	103	72.5	7	77.8	60.0	55.6	50.0
Family responsibilities	15	10.6	1	11.1	0.0	33.3	12.5
Health/Disability	12	8.5	0	0.0	30.0	11.1	12.5
Other reasons	12	8.5	1	11.1	10.0	0.0	25.0
Total	142	100.0	9	100.0	100.0	100.0	100.0

It is encouraging to note that more and more Aboriginal graduates are returning to school for further upgrading. Over three quarters (78%) of those that are not employed and are not looking for work are making this choice.

Continuing Education

17% of Aboriginal graduates indicated they were enroled in an education/training program at the time of the survey. 75% of these Aboriginal graduates were attending a SIAST program.

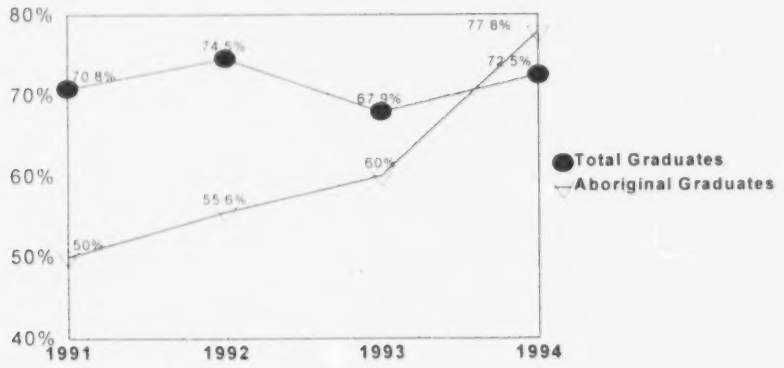
Table 20 - Enrolled in Any Education/Training Program at Present

	1994 All Graduates		1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	%	#	%	%	%	%
Yes	289	18.1	13	16.9	19.5	20.9	13.8
No	1304	81.5	64	83.1	80.5	79.1	86.2
Total	1593	100.0	77	100.0	100.0	100.0	100.0

Table 21 - If enroled, what type of program is it?

	1994 All Graduates		1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	%	#	%	%	%	%
Same SIAST program	115	39.0	7	58.3	18.8	41.2	8.3
Another SIAST program	53	18.0	2	16.7	25.0	23.5	8.3
University program	56	19.0	2	16.7	37.5	17.6	25.0
Other post-secondary	71	24.1	1	8.3	18.8	17.6	58.3
Total	295	100.0	12	100.0	100.0	100.0	100.0

Figure 7 - Not Looking for Work - Reason Returned to School



Section 3 - Graduate Program Assessment

Reason for Completing Program

Aboriginal graduates were more likely to state that "obtaining employment in the field" and "updating job skills" were the reasons for taking the training program. They were less likely to state that "change of career" was a reason.

Table 22 - Reason for Completing Program

	1994 All Graduates		1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	%	#	%	%	%	%
Update of job skills	203	12.9	16	21.3	8.6	8.0	4.7
Change of career	356	22.3	19	25.3	12.3	6.8	14.0
Employment In this field	900	57.2	32	42.7	72.8	85.2	81.4
Other reasons	115	7.3	8	10.7	6.2	0.0	0.0
Total	1574	100.0	75	100.0	100.0	100.0	100.0

Training Program Met Expectations

92% of Aboriginal graduates indicated that the program content provided them with the skills and knowledge necessary for a training related job.

Table 23 - Training Program Met Expectations

	1994 All Graduates		1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	%	#	%	%	%	%
Yes	1414	89.6	69	92.0	86.4	88.5	89.7
No	165	10.4	6	8.0	13.6	11.5	10.3
Total	1579	100.0	75	100.0	100.0	100.0	100.0

Overall Quality of Training

Aboriginal graduates rated the overall quality of the training higher than graduates overall. All of the responding Aboriginal graduates rated the quality of training as good to excellent.

Table 24 - Overall Quality of Training Received in this Program

	1994 All Graduates		1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	%	#	%	%	%	%
Excellent	274	17.3	13	17.3	11.3	20.5	15.6
Very good	711	45.0	40	53.3	48.8	39.8	32.2
Good	546	34.7	22	29.3	38.8	35.2	51.1
Poor	43	2.7	0	0.0	1.3	4.5	1.1
Very poor	4	0.3	0	0.0	0.0	0.0	0.0

Section 4 - Graduate Demographics

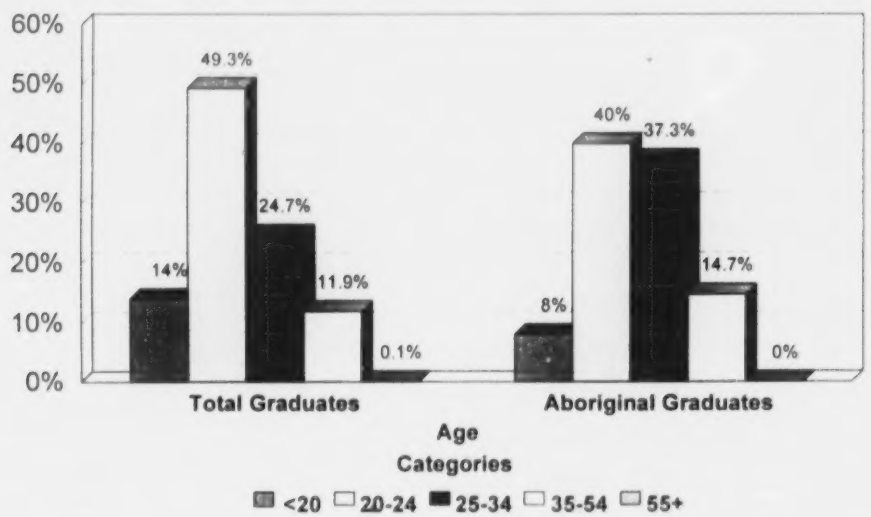
Age

On average the Aboriginal graduates are older; 26.8 compared to the average age of 25.2 for SIAST graduates who responded to the survey.

Table 25 - Age

	1994 All Graduates		1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	%	#	%	%	%	%
Minimum	17		18		19	19	19
Maximum	61		47		55	54	48
Mean	25.2		26.8		29.5	28.0	26.4
Less than 20	222	14.0	6	8.0	1.3	3.8	4.8
20 - 24	780	49.3	30	40.0	36.3	37.5	51.2
25 - 34	391	24.7	28	37.3	37.5	41.3	25.0
35 - 54	188	11.9	11	14.7	23.8	17.5	19.0
55 +	2	0.1	0	0.0	1.3	0.0	0.0
Total	1251	100.0	55	100.0	100.0	100.0	100.0

Figure 8 - Age Distribution



28

Gender

The proportion of male to female graduates remains a relatively stable 50/50 split over the years and is similar for Aboriginal graduates.

Table 26 - Gender

	1994 All Graduates		1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	%	#	%	%	%	%
Male	743	46.8	35	45.5	49.4	46.1	47.8
Female	843	53.2	42	54.5	50.6	53.9	52.2
Total	1586	100.0	77	100.0	100.0	100.0	100.0

Type of Aboriginal Ancestry

The largest proportion of Aboriginal graduates are Métis at 63% and about 22% are Status/Treaty Indian.

Table 27 - Type of Aboriginal Ancestry

	1994 Aboriginal Graduates	
	#	%
Status/Treaty Indian	16	21.9
Métis	46	63.0
Other	11	15.1
Total	73	100.0

Disabled

3% of Aboriginal graduates indicated they were disabled. This is the lowest percentage over the past four years.

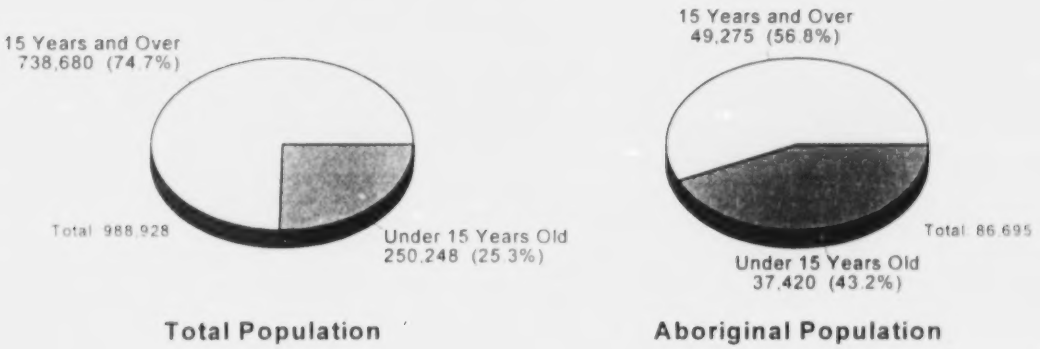
Table 28 - Disabled

	1994 All Graduates		1994 Aboriginal Graduates		1993 Aboriginal	1992 Aboriginal	1991 Aboriginal
	#	%	#	%	%	%	%
Yes	52	3.3	2	2.6	3.6	6.8	4.5
No	1521	96.7	75	97.4	96.4	93.2	95.5
Total	1573	100.0	77	100.0	100.0	100.0	100.0

Importance of the Trend Study

Saskatchewan has a high percentage of people with Aboriginal ancestry and this group is growing. Of the total Saskatchewan population about 25% are under 15 years old; however, among the Aboriginal population the under 15 year old cohort is about 43%. This means that the participation of Aboriginals in post-secondary institutions and in the labour force will increase.

Figure 9 - Saskatchewan Population vs. Aboriginal Population



Source: Sask Trends Monitor, vol. X, number 10, Oct 93

The studies summarized above show that education and training eradicates some of the documented differences in employment and income levels between the Aboriginal population and the population overall. Obtaining a certificate or diploma from a technical institute has an equalizing effect on the opportunities to participate in the labour market.

SIAST's comprehensive Education Equity Program provides opportunity to identify and remove or reduce barriers to post-secondary education for all Saskatchewan residents. The Equity Program provides equal access to education, with a special focus on aboriginal students, students with disabilities, women in predominantly male programs, and students of visible minorities.

The objectives of Education Equity are clearly stated and carefully monitored to give aboriginal students a fair chance of succeeding and graduating in the educational program of their choice. If we find that once Aboriginal students have successfully completed their programs and they are not employed at the same rate as other graduates, emphasis must now be placed on transition from the technical institute to the work place. It is not sufficient to ensure that equity groups have equal educational opportunities. Ultimately they must receive equitable treatment in the workplace given that they have the same qualifications. It now becomes our responsibility to ensure that potential employers know that **all** graduates have met the program requirements and must be given an equal chance to prove that they have the skills to do the work.

Conclusion

How did the Aboriginal graduates fare? Do Aboriginal graduates have a fair chance at employment? True, on average the Aboriginal graduates took slightly longer to find a job and the unemployment levels are higher, but their average salary or wage rate was comparable to the overall SIAST graduates.

The findings of this study are very encouraging. Looking at the unemployment rates between Aboriginal graduates and overall SIAST graduates, the gap remained between 3-4%. Compared to the provincial statistics of a gap of 20% between these groups, it shows that education can lower the gap and inequities in employment and wages between these two groups.

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Appendix A

Program of Study for Aboriginal Graduates

	Institute	Division	#	%
Certified Combined Technician	Kelsey	Health	1	1.3
Diploma Nursing	Kelsey	Health	8	10.4
Auto Body Technician	Kelsey	Industrial	2	2.6
Automotive Service Technician	Kelsey	Industrial	1	1.3
Heavy Equipment Mechanics	Kelsey	Industrial	1	1.3
Machine Shop	Kelsey	Industrial	1	1.3
Welding	Kelsey	Industrial	1	1.3
Early Childhood Development (Cert.)	Kelsey	Service	1	1.3
Early Childhood Development (Dip.)	Kelsey	Service	1	1.3
Food Services Administration	Kelsey	Service	1	1.3
Home Care/Special Care Aide	Kelsey	Service	1	1.3
Hotel and Restaurant Administration	Kelsey	Service	1	1.3
Library Technician	Kelsey	Service	2	2.6
Professional Cooking	Kelsey	Service	1	1.3
Recreation and Leisure Diploma	Kelsey	Service	1	1.3
Rehabilitation Worker (Certificate)	Kelsey	Service	1	1.3
Youth Care Worker (Certificate)	Kelsey	Service	2	2.6
Youth Care Worker (Diploma)	Kelsey	Service	1	1.3
Animal Health Technology	Kelsey	Technology	1	1.3
CAD/CAM Engineering Technology	Kelsey	Technology	1	1.3
Computer Systems Technology	Kelsey	Technology	3	3.9
Accountancy	Palliser	Business	1	1.3
Administration	Palliser	Business	1	1.3
Public Administration	Palliser	Business	1	1.3
Automotive Service Technician	Palliser	Industrial	2	2.6
Architectural Engineering Technology	Palliser	Technology	1	1.3
Instrumentation Engineering Technology	Palliser	Technology	1	1.3
Office Education	Wascana	Business	2	2.6
Dental Assisting	Wascana	Health	1	1.3
Dental Hygiene	Wascana	Health	2	2.6
Diploma Nursing	Wascana	Health	4	5.2
Psychiatric Nursing	Wascana	Health	1	1.3
Welding	Wascana	Industrial	2	2.6
Electronic Communications Technology	Wascana	Technology	1	1.3
Audiovisual Technician	Woodland	Industrial	1	1.3
Carpenter	Woodland	Industrial	3	3.9
Electrician	Woodland	Industrial	1	1.3
Heavy Equipment Mechanics	Woodland	Industrial	2	2.6
Micro-Electronics Technician	Woodland	Industrial	2	2.6
Outdoor Power Equipment Technician	Woodland	Industrial	1	1.3
Electronics Service Technician	Woodland	Industrial	1	1.3
Truck and Transport Mechanical Repair	Woodland	Industrial	3	3.9
Corrections Worker	Woodland	Service	1	1.3
Cosmetologist	Woodland	Service	1	1.3
Early Childhood Dev. Worker (Cert.)	Woodland	Service	1	1.3
Early Childhood Dev. Worker (Dip.)	Woodland	Service	1	1.3
Short Order Cook	Woodland	Service	1	1.3
Weaver	Woodland	Service	1	1.3
Integrated Resource Management	Woodland	Technology	3	3.9
Total			77	100.0

Appendix B

1994 Graduate Employment Survey

Information from this survey of SIAST graduates is used to plan programs and assist those considering post-secondary education. Please take a few minutes to answer the questions which apply to your present situation. All responses to this survey are voluntary and are treated as confidential. Individual responses are not used.

1. What program did you graduate from? _____

2. What Institute or Regional College did you attend? _____

Employment Information

3. How many employment opportunities did you apply for? _____

4. How many employment interviews have you had? _____

5. What is your present employment status? ☐ Employed ☐ Not Employed
(If you are Not Employed go to question 19)

6. What is your current job title?(*e.g. Head Nurse, Clerk Typist*) _____

7. What type of employer are you employed with? *(e.g. Hospital, Accountant)*_____

8. Where is your location of employment?
(please indicate your nearest city/town/province)

☐ Regina
☐ Saskatoon
☐ Prince Albert
☐ Moose Jaw
☐ North Battleford
☐ Yorkton
☐ Swift Current
☐ Estevan
☐ Weyburn
☐ Other Saskatchewan *(please specify)* _____

☐ Alberta
☐ Manitoba
☐ British Columbia
☐ Other Provinces/Territories *(please specify)* _____

☐ Other countries *(please specify)* _____

9. a. **If you are of aboriginal ancestry** is your location of employment: ☐ On reserve **or** ☐ Off reserve

b. **If you are of aboriginal ancestry** is your employer:

☐ an Aboriginal organization
☐ an Aboriginal owned/operated business
☐ a government agency whose prime focus is Aboriginal people

10. What is your **monthly or hourly** salary before deductions? $_____ per month
or $_____ per hour

11. How many **total** hours per week do you generally work? ☐ Less than 30 hours ☐ 30 hours or more

12. If you **are employed less than 30 hours per week**, is this by choice? ☐ Yes ☐ No

13. How many jobs do you currently hold? _____ jobs

14. a. Are you Self Employed? ☐ Yes ☐ No

b. If you **are Self Employed**, why?
☐ Family responsibilities
☐ Can work and continue training
☐ No other jobs available
☐ Wish to have my own business
☐ Other reasons *(please specify)* _____

Training Related Employment

15. Is your present job or primary job directly related to the education and training you received in your program?
☐ Yes ☐ No ***(If no, go to question 18.)***

16. How many weeks after completing your program was it before you got your first training related job offer?
_____ weeks

17. How well did the training program prepare you for a job in a related field?
☐ Very Well
☐ Well
☐ Adequately
☐ Poorly

18. If you **are <u>not</u> in a training related job** at the present, why?
☐ No longer interested in this field
☐ Not qualified for related jobs
☐ No jobs available
☐ Other reasons
(please specify) _____

Not Employed

*Answer this section only if you are **not** employed at the present time otherwise proceed to Continuing Education section (question 24).*

19. Have you worked at all at any time since completing your training program? ☐ Yes ☐ No

20. Are you scheduled to return to work in the future? (e.g. seasonal lay-off) ☐ Yes ☐ No

21. Which of the following best describes your present situation? *(please check **only one**)*
☐ Looking for work
☐ Not looking for work

22. If you **are looking for work**, what has prevented you from finding a job? *(please check **only one**)*
☐ Employment is seasonal
☐ Require further training
☐ No jobs in desired location
☐ Not enough experience
☐ No jobs available at all
☐ Other reasons *(please specify)* _____

23. If you **are not looking for work**, what is your reason for not looking? *(please check **only one**)*
☐ Returned to school
☐ Family responsibilities
☐ Health/Disability
☐ Other reasons *(please specify)*_____

Continuing Education

Note: All respondents are asked to complete this section.

24. Are you enrolled in any education/training program at present? ☐ Yes ☐ No

25. If you **are enroled in an education/training program at present**, what type of program is it?
☐ Further training in the same SIAST program *(e.g. 2nd year)*
☐ Another SIAST program *(any institute)*
☐ University program
☐ Other post-secondary program (*please specify*)_____

Program Assessment

26. What was the reason for completing the program? *(please check **only one**)*
☐ Update of job skills
☐ Change of career
☐ Employment in this field
☐ Other reasons
(please specify) _____

27. Did the training program meet your expectations? ☐ Yes ☐ No

28. Please rate the overall quality of the training you received in this program. *(please check **only one**)*
☐ Excellent
☐ Very Good
☐ Good
☐ Poor
☐ Very Poor

Demographics *Note: Information here is optional and will be used for statistical purposes only.*

29. What is your gender? ☐ Male ☐ Female

30. What was your age as of June 30, 1994? _____ years

31. a. Do you consider yourself to be of Aboriginal ancestry? ☐ Yes ☐ No

b. **If you are of Aboriginal ancestry**, do you consider yourself:
☐ Status/Treaty Indian
☐ Métis
☐ Other
(please specify) _____

32. Do you consider yourself disabled? ☐ Yes ☐ No
(Persons with an ongoing physical, mental, psychiatric, hearing, or sensory disability.)

33. Do you consider yourself a member of a visible minority? ☐ Yes ☐ No

Comments

34. If you have any comments to make about your training program (i.e. delivery method, location, etc.) or your experience in finding employment, please provide them in the following space.

Thank you for completing this questionnaire. Please return this questionnaire in the postage paid envelope provided.

EDUCATION
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